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**DATE: November 23, 2016**

**TO: Heads of State Agencies and Human Resources Directors**

**SUBJECT: Proposed FLSA Changes Suspended**

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The Department of State Civil Service would like to make agencies aware of recent events surrounding the proposed changes to the Fair Labor Standards Act (FLSA). On Tuesday, November 22, 2016, a federal judge in the Eastern District of Texas issued a nationwide injunction blocking the U.S. Department of Labor from implementing the proposed changes to the FLSA that were scheduled to take effect December 1, 2016.

Agencies should monitor issues associated with FLSA changes and consult with their attorneys regarding any impacts on their agencies.

Sincerely,

s/Byron P. Decoteau, Jr.  
Director